

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDING 31ST AUGUST 2024



bath phil
Bath Philharmonia



CHARITY REGISTRATION NO. 1073392
COMPANY REGISTRATION NO. 03685553

Recognition, Reputation and Reach

This year has been one of celebration, collaboration and growth as Bath Philharmonia continued to delight audiences, inspire young people and build capacity across the region's music education community. Notably, the charity was recognised through scooping two awards – Arts & Creative Award at the Bath Life Awards 2024 and Community Business Award for South West England at the FSB Small Business Awards 2024 – providing brilliant external validation from two well-respected award programmes. We also continued to deepen our relationships with partners in Bath, across the South West and beyond – including schools, young carers organisations and music hubs – and were thrilled to collaborate once again with the His Majesty's Royal Marines School of Music to offer developmental opportunities for student musicians whilst helping our regular venue in Bath, The Forum, celebrate its 90th Birthday through a powerful programme of cinematic classics.

Our concert season provided uplifting and joyous occasions for concertgoers and performers alike, bringing new music and inclusive repertoire performed by emerging talent to an increasingly diverse audience. Our trademark concert delivery, which breaks down barriers to experiencing live orchestral music, was enjoyed by over 11,000 people this year, many of whom attended their first live orchestral performance thanks to our innovative 'Bath Phil for Free' initiative.

We remain hugely grateful to our generous and ever-growing family of Friends, Patrons and Benefactors without whom our impactful work would simply not be possible and equally wish to acknowledge the dedication and expertise of our committed staff team. We're excited as the Bath Phil Family looks ahead to 2025 when our small-but-mighty charity will celebrate its 25th Anniversary – and everyone is invited!



2023/24 Season Highlights

In 2023/24, your support enabled Bath Philharmonia to:

- perform **10 orchestral concerts** with **11 sensational soloists** to a live audience of over **10,000 people**.
- perform **orchestral music by six living female and diverse composers**.
- gift **4.5k free tickets** to local audiences to encourage them to discover a live orchestra for the first time.
- deliver **68 days** (or over 476 hours) of creative music-making activities to over **850 young people** across the South West performing to over **11,000 people live**.
- welcome pupils from every secondary school in B&NES to our concerts.
- support over **120 young carers** to create and perform their own music.
- deliver CPD training to **12 music leaders and school teachers**.



On The Concert Platform

Bath Phil's concert season welcomed internationally renowned classical soloists including Arabella Steinbacher (violin), Peter Donohoe (piano) and Nicola Benedetti (violin) to the city. Bath Phil also showcased the talents of emerging British soloists including Lara Melda. World music star, Seckou Keita performed African Rhapsodies with a symphonic sized Bath Phil in the city and a small chamber sized Bath Phil at Budleigh Music Festival.

All concerts highlighted the incredible talent of living female composers including works by Anna Clyne, Dani Howard, Grace-Evangeline Mason and Ayanna Witter-Johnson. Bath Phil gained international profile through performing in Worcester Cathedral and at Bristol Beacon (July 2024) with Rhode Island's Chorus of Westerley.

"I loved the soloist and the choice of piano pieces (Peter Donohoe/ Shostakovich 2nd piano concerto particularly) and the brilliant rendition of the Chopin waltz encore and the story that Peter Donohoe told which was hilarious. I have been raving about the concert to my friends. It was one of the cultural highlights of my year. A huge thank you."

Audience member at concert
on 3 October 2023.

"The concert was informal and not elitist. The conductor was enthusiastic and wanted everyone to enjoy the music, which was so varied. I loved seeing the children have fun and being involved in creating what they did."

Audience member at concert
on 28 November 2023



"Hearing the kora played with an orchestra was just phenomenal. We love the conductor's intros to pieces that make them accessible and inclusive."

Audience member at concert
on 25 June 2024.



"The conductor was brilliant at introducing the orchestra and explaining about the pieces of music, and about the composers. It was wonderful to see a world-class violinist at our local music venue! The young carers' piece 'Penguins' was also a favourite."

Audience member at concert
on 16 January 2024.

Inspiring Local Communities Through Music

Bath Phil connected with over 11,000 people through the joy of live orchestral music and was delighted to receive The Bath Life Awards' Arts & Creative award for 'a record number of people participating and attending concerts and projects indicating vitality and impact of event.'



WINNER
Bath Life
AWARDS 2024

Welcoming a diverse audience to its professional concerts, Bath Philharmonia gifted over 4,500 free tickets to local residents to enable them to discover their own love of orchestral music. 9% of free ticket holders took up the opportunity of attending a second concert in the season at a discounted rate and we continue to build a more sustainable audience for the future.



Bath Phil co-created new music with over 850 young people with a huge array of life experiences: some live with significant opportunity and some live with significant challenge. The gala concert with King Edward's School accommodated 275 performers on stage in the most ambitious partnership event to date. Harmony Rising, Bath Phil's inclusive creative choir for young people in Bath & North East Somerset and its partner choir, Soundstorm Creative Choir in Bournemouth, Christchurch and Poole enabled over 240 KS3 pupils to co-create and perform their own songs with a chamber orchestra. 120 young people took part in our monthly Creative Orchestra sessions in Bournemouth as our expert Creative Learning team mentored local music leaders to establish a sustainable team of inclusive practitioners that can champion this new form of 'youth orchestra'.



"The quality of the work I have witnessed and the opportunity the students have had to work alongside, composing and performing with professional musicians has been inspiring. They have really enjoyed it!"

Teacher, Twynham School, Bournemouth



"Watching our SEN pupils perform with such confidence in front of a large audience! This was such a huge achievement for them and a proud moment for us and their parents."

Teacher from Bath School
participating in Harmony Rising 2024



"Many of my students are from disadvantaged backgrounds and/or have behaviour issues at school. To give them this life changing opportunity to perform with a professional orchestra at amazing venues with other children from other schools, is something they will never forget. The highlight for me was one of our Looked After students, performing at the Abbey with her birth mum watching. It was a really emotional experience for everyone involved."

Teacher from Bath School
participating in Harmony Rising 2024



Bath Philharmonia was proud to win The Federation of Small Business' (FSB) Community Award for the South West in Spring 2024 in recognition of the orchestra's work with young people, local communities and residents in the region.

Community Collaborations and Celebrating Musical Creativity

Bath Phil has developed a lasting partnership with the Royal Marines School of Music and performed side by side with their musicians at Sounds of Cinema on 18th May 2024 (The Concert for the People of Bath). But this was more than just a one-date concert. Our partnership approach and commitment to nurturing relationships enabled us through this concert: to form a creative choir of 120 young people from Bath (named Harmony Rising by the young people) to co-create four amazing new songs; we engaged every senior school in Bath (providing in-kind use of workshop and rehearsal space); we guided 20 B&NES Young Carers to create and perform three of their own audio-visual pieces; and helped support Bath Forum to deliver it's 90th anniversary celebrations in a concert of music from the movies.

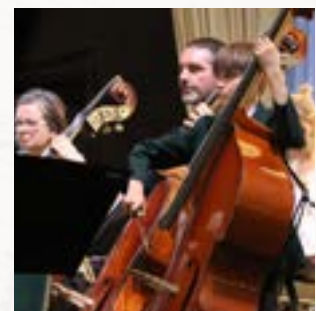


Bath Phil championed the musical creativity of many young people at the very start of their musical journey by co-creating new music with pupils from Wellsway School (Keynsham), Sir Bernard Lovell Academy (Oldland Common), Widcombe Junior School (Bath), Oldfield School (Bath), Swindon Academy (Swindon) for performance alongside the orchestra at each of Bath Phil's public professional performances. Our open access approach to co-creating music ensured inclusive participation for many young people at a time when families face the dual pressures of high cost and lack of infrastructure when trying to secure music tuition for their children.



"I want to express my gratitude for leading such a wonderful event. The children's performance was particularly touching and deeply emotional. I am a clinical psychologist at A&E in Oxford, working with young people who come to our emergency department after attempting to end their lives. I can confidently say that your project is undoubtedly saving lives, providing young people with purpose, a sense of belonging, community unity, and bonds that foster hope, joy, and love. I want to congratulate you and your team on your inspiring work. The people of Bath are very fortunate to have dedicated citizens like you and your team. I wish you all the very best and hope that the projects run by Bath Philharmonia continue to touch many lives."

Audience member at Concert on 22 May 2024



Amplifying the Voices of Young Carers

With residencies in Plymouth, Bournemouth, Christchurch and Poole, Bath & North East Somerset, Bristol & South Gloucestershire, Bath Philharmonia continues to be a beacon of joy for Young Carers. Over 120 young carers were supported to co-create and perform their own music in community halls and on the professional concert stage at Bath Forum.



Bath Phil created a new offer for older young carers from across the region to co-create a song expressing their lived experience as young carers. This provided opportunities for these older young carers to act as mentors to other young carers throughout our other projects. This project paves the way for future song-writing and pan-regional initiatives and enabled Bath Phil to explore informal learning opportunities and professional development pathways for young adults that have previously engaged in creative projects as children.



Capacity Building - Investing in the Future

Behind the scenes, Bath Phil has recruited a freelance Accounts Assistant (0.1 FTE) and made our Development Manager (0.4 FTE) a permanent appointment. The executive team hosted an MSc student from the University of Bath's School of Management on a six-week internship that focused on increasing exposure of the Bath Phil brand via social media and exploring corporate sponsorship opportunities. We welcomed a team of students for a consulting project on the business development of our #GoCompose project. The Creative Learning Team have supported two ex-young carers to assist on school and young carer projects and develop their skills in music leading.

Bath Phil has adopted the Association for British Orchestra's strategy for inclusive recruitment and initiatives to counter sexual harassment in the workplace. Having met with the Head of EDI for the Musician's Union, Bath Phil is very proud that the MU representative commented that our approach to EDI was exemplary and ahead of the curve within the sector.

One of the charity's more recently appointed Trustees facilitated an executive team away day and subsequent trustee away day enabling Bath Phil to refine its strategy, articulate its vision and further develop business planning. Staff and Trustees have presented at key industry conferences including Music Mark (the UK association for Music Education) and Association of British Orchestras.

Financial Growth and Stability

The charity's income has stabilised over the past three years [£399,465 21/22 to £413,335 22/23 £400,126 23/24] as Bath Phil has embedded its innovative approach to concert delivery and excellent provision of creative learning projects.

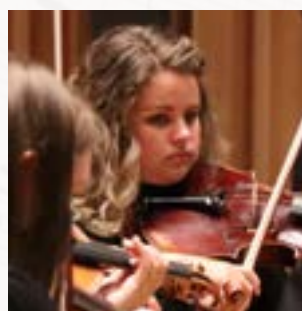
Bath Phil's Board of Trustees have formed a Fundraising Sub-Committee that represents the charity within the business sector, ensuring growth within the area of corporate support and widening the reach of the Bath Phil family within the local community. Our unrestricted reserves position has stabilised at £45,000.

Orchestral Tax Relief continues to represent a significant figure within our finances [£77,550 23/24 and £73,683 22/23] and enables us to remain ambitious in our approach to building new audiences and creating positive social impact for our local communities.

Our Supporters

Bath Philharmonia continues to benefit from an incredibly generous and ever-growing family of Friends, Patrons and Benefactors. In 2023/24, we received support from 10 new trusts and foundations. We thank The Roper Family Charitable Trust for their continuing significant support of the orchestra.

We are grateful to everyone who enabled, supported, attended and participated in Bath Phil activities in 2023/24. Without you, our continuing impact would not have been possible and we are delighted that you are part of the Bath Phil Family.



REGISTERED COMPANY NUMBER 03685553
CHARITY NUMBER 1073393

**BATH PHILHARMONIA
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 AUGUST 2024**

BATH PHILHARMONIA

CONTENTS OF THE REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

Page

1	Company information
2/3	Report of the directors
4	Report of the independent examiners
5	Statement of financial activities
6	Balance sheet
7/8	Notes to the financial statements

BATH PHILHARMONIA

COMPANY INFORMATION

FOR THE YEAR ENDED 31 AUGUST 2024

Directors/trustees

D Daly
C Avison
A Lyall Powell (Co-chair)
Dr V H Davies (Co-chair)
K Brown
D Ridgeon
B Horn
C Hallis
A Hipperson

Secretary

D Ridgeon - appointed 13/12/2023
R S Derry-Evans - retired 13/12/2023

Registered office

Widcombe Institute
Widcombe Hill
Bath
BA2 6AA

Registered company number

3685553

Registered charity number

1073393

Bankers

HSBC
45 Milsom Street
Bath
BA1 1DU

Independent examiner

Matthew Small FCA
Berkeley Hall Marshall Limited
Chartered Accountants
6 Charlotte Street
Bath
BA1 2NE

BATH PHILHARMONIA

REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 AUGUST 2024

Objects of the charity

The objective of the charity is to build on Bath Philharmonia's current high artistic and educational success to:

- be the professional classical symphonic ensemble of choice for audiences in the South West;
- engage with young people and children throughout the area in order to help them enjoy, understand and take part in musical activity;
- take top quality classical repertoire to all possible parts of the region which are often otherwise unable to enjoy it.

Summary of policies adopted to further above objectives

To monitor the application of the income and assets of the charity to ensure that they are used for the purposes for which they are intended in an efficient and cost effective way.

To facilitate, encourage and give whole-hearted support to the orchestra, its concerts, and its projects to enhance musical development of young people in the region.

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Organisation of the charity

The directors meet formally on a regular basis several times each year and their decisions are recorded by written minutes. A management committee is responsible to the directors for the execution of these decisions and meets more regularly to deal with the daily management of the charity.

Public Benefit

The trustees have complied with section 4 of the 2011 Charities Act, having due regard for the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Review of activities during the year

During the year, there has been a decrease in the Charity's total income from £413,335 to £400,126. The charity has continued its busy programme of activity, fulfilling its objectives to enrich the lives of the local population through the medium of music, notably through its Creative Learning projects. There has been a full programme and annual expenditure on charitable activities has decreased from £397,693 to £373,501.

The policy of the Directors is to maintain a level of reserves (the 'reserve requirement') sufficient to meet anticipated future financial commitments and the hypothetical costs that would be incurred in the event of an interruption to, or cessation of, the charity's ability to continue in operation.

BATH PHILHARMONIA

REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 AUGUST 2024

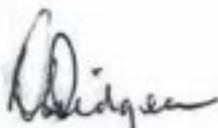
Review of activities during the year (continued)

For this purpose, reserves are defined as the total available unrestricted funds, minus amounts that cover:

1. the cost of specific future projects of programmes for which liabilities have not yet been incurred; and
2. tangible fixed assets and any other assets not readily convertible into cash.

As at 31 August 2024, reserves for this purpose totalled £60,348, against a reserves requirement calculated at £45,000. The level of reserves held on this basis will fluctuate during the year and is monitored by the directors throughout the year.

On behalf of the trustees



Trustee: David Ridgeon

Date: 3 April 2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BATH PHILHARMONIA

I report on the accounts of the company for the year ended 31 August 2024 which are set out on pages 5 to 8.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

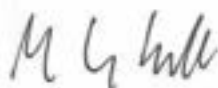
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Matthew Small FCA

15 APRIL 2025

Berkeley Hall Marshall Limited
Chartered Accountants
6 Charlotte Street
Bath

STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted funds £	Restricted funds £	2024 Total £	2023 Total £
	Notes				
Income and endowments from:					
Donations and legacies		49,512	-	49,512	134,586
Incoming resources relating to charitable activities:					
Funding received for projects		-	103,487	103,487	27,295
Box office and associated receipts		183,914	-	183,914	191,666
Investment income		13	-	13	8
Grants received		<u>50,000</u>	<u>13,200</u>	<u>63,200</u>	<u>59,780</u>
Total		<u>283,439</u>	<u>116,687</u>	<u>400,126</u>	<u>413,335</u>
Expenditure on:					
Charitable activities	2	301,795	71,706	373,501	397,693
Other	3	<u>22,374</u>	<u>-</u>	<u>22,374</u>	<u>4,646</u>
Total		<u>324,169</u>	<u>71,706</u>	<u>395,875</u>	<u>402,339</u>
Net income/(expenditure)		<u>(40,730)</u>	<u>44,981</u>	<u>4,251</u>	<u>10,996</u>
Transfer between funds		(5,560)	5,560	-	-
Net movement in funds		(46,290)	50,541	4,251	10,996
Reconciliation of funds:					
Total funds brought forward		<u>111,181</u>	<u>23,785</u>	<u>134,966</u>	<u>123,970</u>
Total funds carried forward		<u>64,891</u>	<u>74,326</u>	<u>139,217</u>	<u>134,966</u>

BATH PHILHARMONIA
REGISTERED COMPANY NUMBER 03685553
BALANCE SHEET AS AT 31 AUGUST 2024

	Notes	£	2024 £	£	2023 £
Fixed assets					
Office equipment			3,240		91
Furniture and fixtures			61		72
Stock of music at cost			<u>1,242</u>		<u>1,242</u>
			4,543		1,405
Current assets					
Cash at bank and in hand		88,906		19,253	
Debtors and prepayments	4	<u>90,436</u>		<u>146,094</u>	
			<u>179,342</u>	<u>165,347</u>	
Current liabilities					
Sundry creditors	5	<u>44,668</u>		<u>31,786</u>	
Net current assets			<u>134,674</u>		<u>133,561</u>
Total assets less liabilities			<u>139,217</u>		<u>134,966</u>
Represented by:					
General fund			64,891		111,181
Restricted fund	6		<u>74,326</u>		<u>23,785</u>
Total Funds			<u>139,217</u>		<u>134,966</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2024.

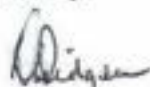
The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2024 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 27 March 2025 and were signed on its behalf by:



Trustee: David Ridgeon

BATH PHILHARMONIA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

a) Statutory information and basis of preparation

Bath Philharmonia is a charitable company, limited by guarantee, registered in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The company is also registered with the Charity Commission and their registered number is 1073393.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

b) Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. All restricted funds, at the balance sheet date, are held within 'Cash at bank and in hand'.

c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

d) Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

e) Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Office equipment	- 25% on reducing balance
Furniture and fixtures	- 15% on reducing balance

BATH PHILHARMONIA

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

2 Direct charitable expenditure (unrestricted)

	2024	2023
	£	£
Orchestral and related costs	194,161	172,894
Office administration costs	<u>107,634</u>	<u>122,600</u>
	<u>301,795</u>	<u>295,494</u>

3 Other costs

	2024	2023
	£	£
Office costs	21,492	3,764
Independent examiners' fee	<u>882</u>	<u>882</u>
	<u>22,374</u>	<u>4,646</u>

4 Debtors and prepayments

	2024	2023
	£	£
Debtors and prepayments	4,724	67,255
Orchestral Tax Relief credit	77,550	73,663
Gift aid	<u>8,162</u>	<u>5,176</u>
	<u>90,436</u>	<u>146,094</u>

5 Creditors

	2024	2023
	£	£
Accruals and creditors	<u>44,668</u>	<u>31,786</u>

6 Restricted funds

	Funds b/fwd 01.09.2023	Income	Expenditure	Transfer of funds	Funds c/fwd 31.08.2024
Multiple projects	42,785	103,487	71,946	-	74,326
Youth Music	(19,000)	<u>13,200</u>	<u>(240)</u>	<u>5,560</u>	-
	<u>23,785</u>	<u>116,687</u>	<u>71,706</u>	<u>5,560</u>	<u>74,326</u>

BATH PHILHARMONIA

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

7 Trustee remuneration and related party matters

None of the trustees received any remuneration during the period, neither did they claim any travel or other expenses. (2023 - nil)

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the period. (2023 - nil)

8 Statement of financial activities 2023 comparatives

Unrestricted income and endowments for 2023 consisted of £134,586 donations and legacies and £191,666 charitable activities and investment income of £8. Expenditure consisted of £295,494 charitable activities and £4,646 other. The unrestricted funds opening value was £59,270, and after a transfer of £25,791 from restricted funds and closed at £111,181.

Restricted income and endowments for 2023 consisted of £27,295 funding and £59,780 grant income. Expenditure consisted of £102,199 charitable activities. Restricted funds opening value was £64,700 and, after a transfer of £25,791 to unrestricted funds, closed at £23,785.

9 Funds

Total restricted funds at the year-end were £74,326, which consisted of the balance in cash at bank. The unrestricted fund totalled £64,891 consisting of £4,543 fixed assets, £90,436 debtors, £44,668 creditors and the balance cash at bank.

10 Staff costs

Staff costs :

	2024	2023
	£	£
Salaries and fees	88,700	58,817
Employer's national insurance	5,087	2,358
Pension contributions	<u>2,661</u>	<u>3,416</u>
Total	96,448	64,591

The average number of employees during the year was 4 (2023 - 3)

No employee received emoluments of more than £60,000 during the year.

11 Taxation

As a charity, Bath Philharmonia is exempt from taxation on income to the extent that the income is applied to its charitable objects. A tax liability does not arise on these accounts.

12 Share capital

The company is limited by guarantee and does not have issued share capital.